



Roanoke Police Department

2014 Annual Report

2014 ANNUAL REPORT

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January 6, 2015

Dear Citizens of the City of Roanoke,

Thank you for working collectively with our officers and staff to make a true difference in our community once again this year. It was wonderful seeing so many people out at community forums and neighborhood meetings. We have spent the past twelve months talking about "citizencentric" policing and we could not have made the strides we did without your partnership.

It has been a challenging year for law enforcement. But, here in the City of Roanoke, the many positive interactions between citizens and the Department outline how our commitment to communication, transparency, and fostering positive community relationships helped us avoid some of the strife other cities have been dealing with over the past few months. We will work just as hard in the coming year to bolster the relationships we have fostered and solidify existing community bonds.

The photo on the cover of this year's annual report is of a young officer who is showing his police badge to a pre-school girl at Indian Village Head Start. The officer was there to read to the kids and show them that officers are far from being robots, but are human beings who want to help others and seek to effect positive change in our neighborhoods. This photo symbolizes what we know this Department is all about: accountability, integrity, diversity, and reliability.

Please review this year's annual report and consider how important community outreach is to our policing endeavors. It is our hope that every pre-school child an officer reads to, every neighborhood watch meeting our officers attend, and every event we plan in order to reach out to each of the city's diverse communities, shows how important you, the citizens, are to us. We are looking forward to a great 2015 because we are looking forward to serving you!

Sincerely,

Chris Perkins
Chief of Police

CCP/sal



Roanoke Police Department
A Nationally Accredited Police Agency

Roanoke Police Department Receives Reaccreditation Gold Standard Assessment

While Olympians compete for the gold medal every four years, 2014 was the Roanoke Police Department's first opportunity to attain CALEA (Commission on Accreditation for Law Enforcement Agencies) Gold Standard Assessment, an assessment model CALEA introduced in 2011. Although the department has been accredited since 1994, CALEA's Gold Standard Assessment set the bar much higher than previous on-site reviews. Assessors arrived in August for a three day stay in the Star City where they carefully examined every aspect of the department. We know that the citizens of the City of Roanoke expect more from their police department than just achieving the minimum standards for reaccreditation, they expect it to exceed those standards, which is why the department asked CALEA for its maximum level of scrutiny.

Assessors poured over department records, conducted one-on-one interviews with employees, spoke to citizens from around the city, and attended a public hearing on the department's reaccreditation at the Roanoke City Council chamber. They also thoroughly reviewed all operations at the Roanoke Police Training Academy with the same eye for fine detail. In the end, the department and the training academy scored big with perfect on-site visits! Assessors used the Gold Standard Assessment model to determine that the Roanoke Police Department was providing an outstanding level of service!

The Roanoke Police Department was the first municipality in the commonwealth to attain CALEA accreditation for both the department and its training academy. For the second straight accreditation cycle, the department earned CALEA Meritorious Advanced Accreditation with Excellence.

The department set this goal with you, the citizen, in mind. Reaccreditation using the Gold Standard Assessment Model means that your police department takes service, community involvement, and transparency very seriously. It ensures that the best practices in law enforcement, and a commitment to working together with the community, will always be the department's guiding principle when it comes to customer service. The department will be up for accreditation renewal in 2017.

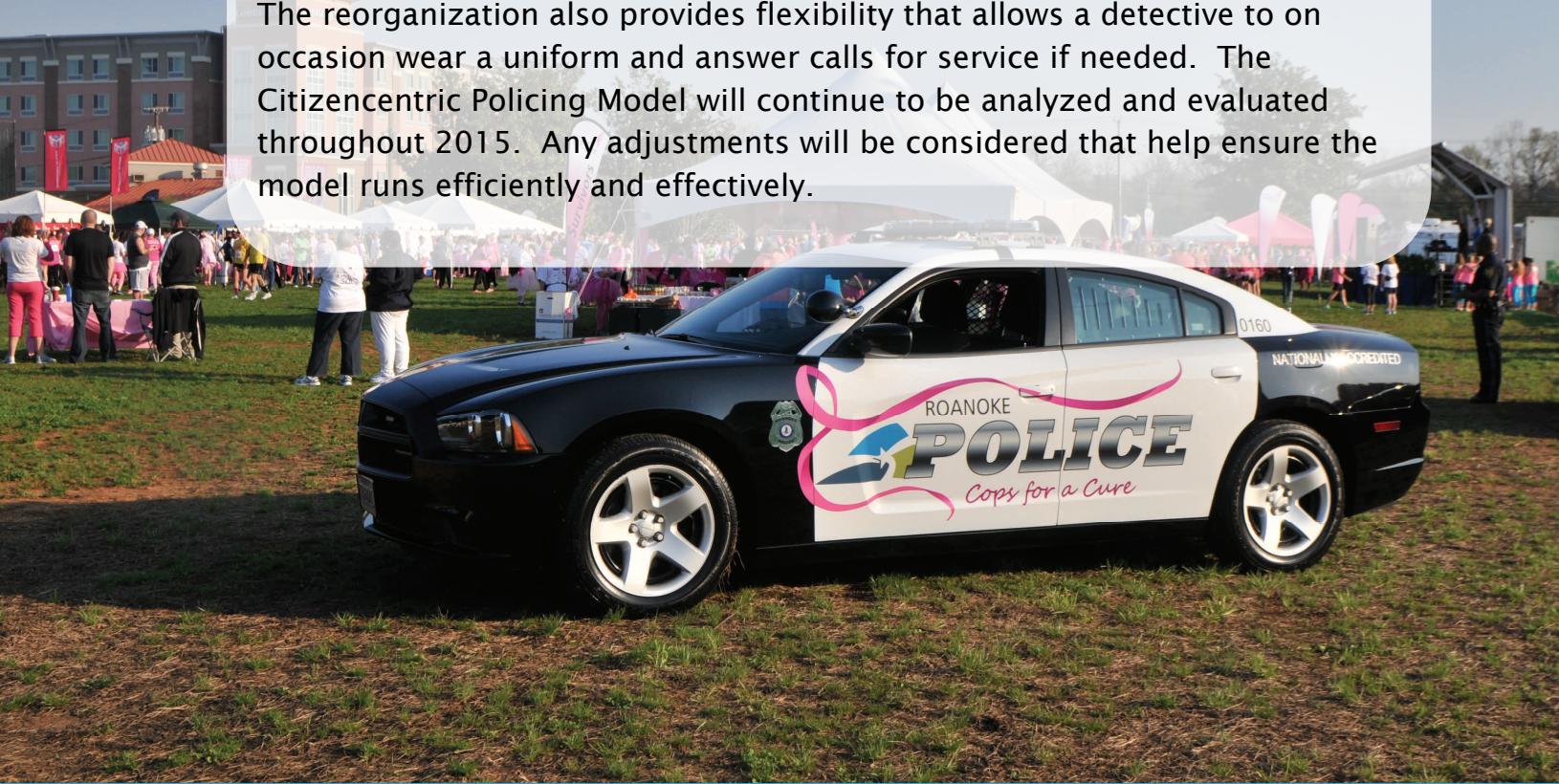
Department Reorganization Enhances Citizencentric Policing

An important goal is never achieved without one first being set. No major challenge is ever met without first identifying the obstacles in front of it. No change can be effected without weighing the deficiencies in the status quo. The Roanoke Police Department's philosophy on customer service has been changing since 2004. The department realized that working together with citizens to effect positive change in the community meant a serious deviation from that status quo, which brought about the department's latest innovation: citizencentric policing. Citizencentric policing is a unique organizational structure dedicated to trust, transparency, and openness where the focus is the people; the citizens living and working in the City of Roanoke.

In 2014, the department took a quantum step away from the traditional law enforcement organizational model. Citizencentric policing knocked down silos where several specialized units of officers were responsible for one specific duty. The department added officers to the Patrol Bureau to put more sworn personnel out on the streets. Patrol officers are now encouraged to investigate each call for service until immediate leads are exhausted, no longer being looked at as simple call takers for each report. This new model created the Community Response Bureau (CRT) to supplement the Patrol Bureau. The CRT officers work different times, on different schedules, and can deploy wherever necessary in order to better address specific crime trends and community needs. The uniqueness of CRT also allows it to have more flexibility in dealing with quality of life issues in specific areas.

The department utilizes iSTAR (Intelligence, Statistics, Technology, Accountability, and Research) to better deploy CRT and Patrol resources. The iSTAR Center also provides officers with a mechanism for accountability and efficiency in operations. iSTAR uses data driven approaches to crime and traffic safety that can be quickly disseminated to aid in a rapid deployment of officers to address crime specific needs. iSTAR gathers, processes, collates, analyzes and distributes information and intelligence in real-time to place the right amount of officers in the right area, and at the right time, to make a difference in communities impacted by crime (cont. on next page).

The Investigations Bureau is made up of five distinctive roles: Crimes Against Person, Crimes Against Property, Special Victims, Investigative Support, and Narcotics & Organized Crime (NOC). Detectives work together with Patrol and CRT to give each investigation the special attention it needs. The reorganization also provides flexibility that allows a detective to on occasion wear a uniform and answer calls for service if needed. The Citizencentric Policing Model will continue to be analyzed and evaluated throughout 2015. Any adjustments will be considered that help ensure the model runs efficiently and effectively.

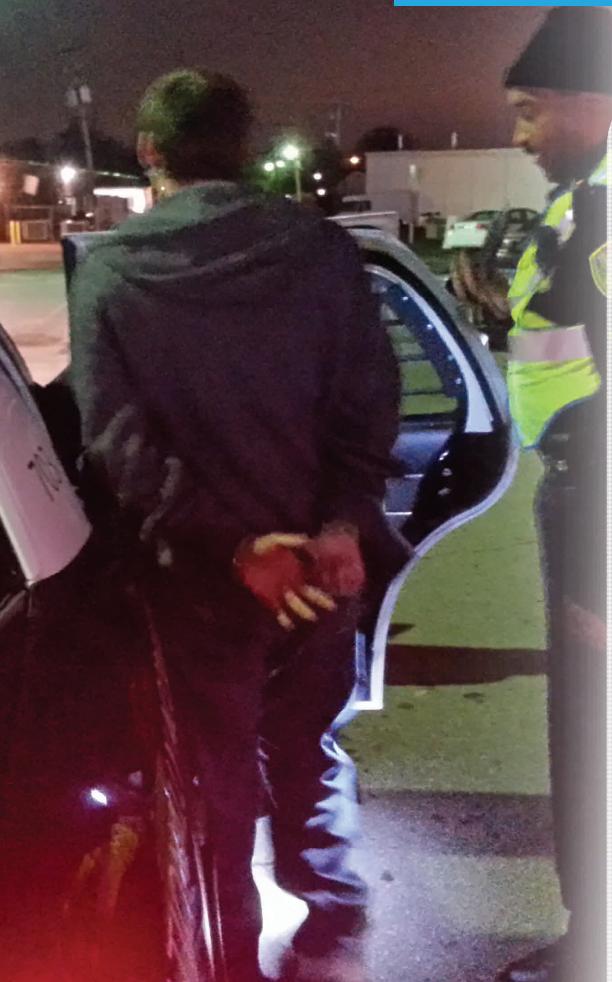


White House Drug Policy Advisor Visits Hurt Park DMI Area

Captain Rick Morrison was a panelist in November 2013 at a White House event on innovative approaches to dealing with crime and the community. The White House was so impressed by Captain Morrison that in July 2014, President Obama's top drug policy advisor, Michael Botticelli, visited Roanoke to meet with the community and tour the Hurt Park DMI (Drug Market Intervention) Area. Botticelli praised the department's hand-in-hand partnership with the Hurt Park community, saying it could be a model to bring other neighborhoods out of a distressed environment.



Records Unit Shines in VCIN Audit



It may be the one place in the department where you could be taking a report from a concerned citizen one minute, taking a report via phone about suspicious activity the next, and then exchanging emails with the magistrate's office about a wanted person the next; it's all part of life in the Roanoke Police Department's Records Unit. In 2014, it had its best state police audit---ever!

"I think we were citizencentric before it even became a word," explained Garnett Thompson, Police Support Supervisor. "For example, as soon as a citizen walks into the department, they are greeted by a live person. If they call in to make a report, our lines are answered by a live person," Thompson said. Thompson credits the exemplary state police audit to positive changes they made within the unit. "Auditors were very impressed with our full time VCIN (Virginia Crime Information Network) Coordinator, Khanh Ha," Thompson said. Thompson said the auditors also gave the department high marks in training, data entry accuracy, and liked the way supervisors provided feedback on a monthly basis.



Thompson said officer safety is VCIN's primary goal. "It's a tool officers use every day to run checks for wanted fugitives, search DMV files, and to check for stolen property and missing persons," he explained. Since the department uses VCIN, state police audit it regularly. Each agency is required to maintain a 70 percent compliance rate in several different categories, with no more than one serious error overall. The Roanoke Police Department's compliance rate was over 95 percent!

The Records Unit is staffed 24 hours a day and opens to the public between 7 a.m. and 11 p.m. daily, including holidays. "Having the records unit so easily accessible to our citizens maximizes both productivity and efficiency," Thompson said. Data collected by the records unit is also utilized by the crime analysts in ISTAR (Intelligence, Statistics, Technology, Accountability, and Research), which helps officers better deal with crime and quality of life concerns.

Growth Through Opportunity program shines in innovation

GTO (Growth Through Opportunity) Cadet Nicholas Medovich was just about to finish his shift volunteering in the department's key room, where he helps assign cars to officers, when someone asked him a question. His answer said so much about this innovative program and its outstanding cadets. Since the next day was a holiday, someone asked Nicholas if he planned on working. "Are the officers working?" Nicholas asked. "Yes," he was told. "Then I'm working too," he said. The department created the GTO program to give those with unique challenges, like Nicholas, a chance to feel an important sense of belonging. The program also meets the department's needs by giving officers the chance to interact with such warm and friendly people!

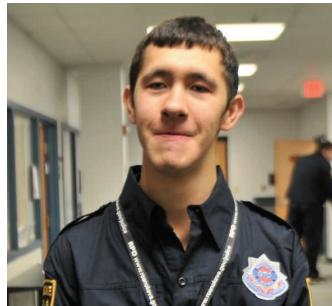
"It's just an outstanding program and a real confidence builder for these young people," explained Officer Travis Akins, the GTO cadet program's pioneering force in the department. Officer Akins oversees the project on the department's end. "We started in November, and we've already seen each of these young people take significant strides in development," Akins said.

Working together with DARS (Virginia Department on Aging and Rehabilitative Services), Officer Akins came up with a plan to maximize each GTO cadet's interests and skill set in order to assist the department. Nicholas volunteers in the key room. Joshua "Coach" Leonard, another GTO cadet, loves to play the role of the Crime Dog McGruff at community presentations. GTO cadet Tyler Caldwell enjoys shredding documents. Cody Light, another GTO cadet, frequently volunteers with the officer who manages the department's fleet of vehicles, Bill Lucas.

"These young adults just look so forward to getting up in the morning and coming to the police department to volunteer," Officer Akins said. "Their parents are telling me they're already seeing an enhanced level of purpose and confidence from each cadet." As McGruff, GTO cadet Leonard has interacted with dozens of kids and senior adults. GTO cadet Caldwell spoke about the program alongside Chief Perkins at a meeting of the local bar association. GTO cadet Medovich has done several media interviews about the initiative.

"We are looking at plans to expand the program to more young adults in the near future," Officer Akins explained. "I've also had interest from other law enforcement agencies about it." Officer Akins explained the entire department benefits from officers interacting with people facing these kinds of challenges. "Many of these people with unique challenges are the warmest, most beautiful people in the world," Akins said, "and that kind of interaction can only benefit officers throughout their careers."

Meet the GTO Cadets:



Tyler Caldwell

Age: 25

Interests:

Special Olympics, Dancing,
Board Member at Katie's
Place, & Baking

Cody Light

Age: 21

Interests:

Active with Citizens Police
Academy Alumni, Certified
Project Lifesaver,
animation & video games

Joshua Leonard

Age: 19

Interests:

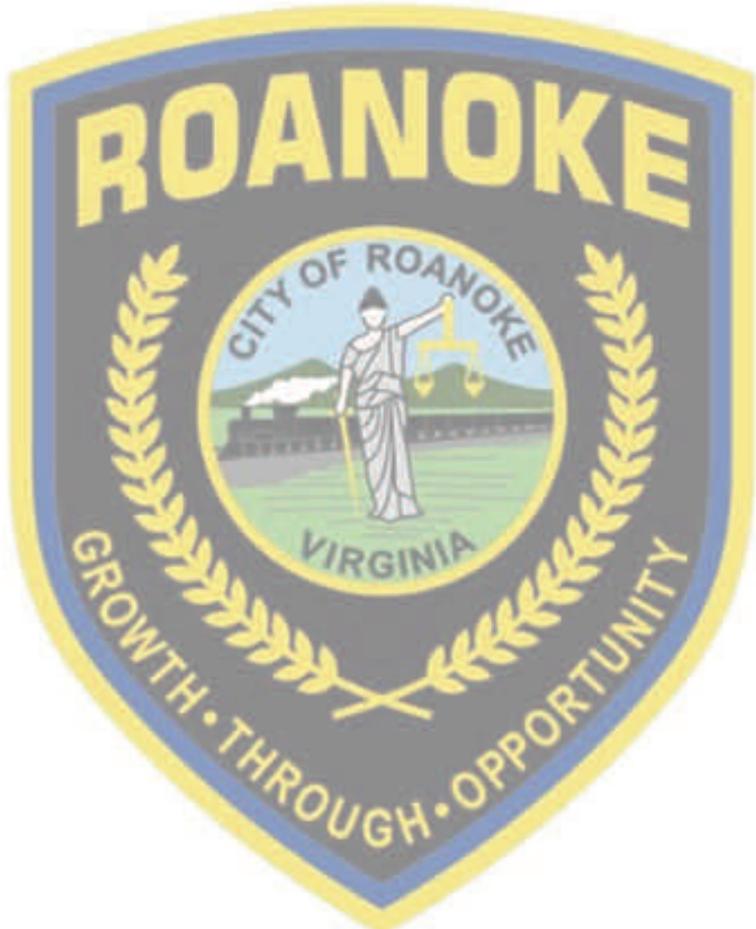
Weather, Football, Church,
Plays role of McGruff at
some department outreach
functions

Nicholas Medovich

Age: 23

Interests:

Trains, Barbecuing, Helping
in key room at the
department



Special Victims Unit launches new initiative to curb domestic abuse

Detectives from the department's Special Victims Unit will tell you that by the time they get involved in a domestic violence situation, a threat or act of violence has already occurred. "We needed something to really get the attention of these potential offenders," explained Sergeant William Drake, "so we started looking around and we found a program we thought could fit here in the City of Roanoke." Modeled after a similar effort in High Point, North Carolina, the Domestic Violence Initiative, or DVI, is designed to put potential domestic violence offenders on notice. Using data driven analysis, potential offenders are identified and hand delivered letters explaining that any behavior involving domestic violence will not be tolerated. They are advised that, if it happens again, they will be prosecuted to the fullest extent.

"A lot of what we do is prevention and education," explained Detective Frank Leftwich, one of six domestic violence investigators in the Special Victims Unit. Leftwich has sat on panels regarding domestic violence awareness and is a frequent speaker at community events on how to recognize signs of domestic abuse. "While domestic violence cuts across all ages, races, and socio-economic statuses, we do find that some offenders have lengthy criminal backgrounds," Leftwich said. The Domestic Violence Initiative identifies offenders from the most violent to the least violent. The most violent offenders are notified that any subsequent offense will be vigorously prosecuted. The least violent offenders are advised of services they can seek out in order to help them reduce their chances of recidivism.

"The DVI focuses on the offender," Sergeant Drake said. "We want these people to know that there are clear consequences for their actions. If you do this then this is what will happen to you." But at the same time, Sergeant Drake explained, the department places a heavy emphasis on working together with community partners to prevent domestic violence and give victims plenty of options when it comes to finding assistance. "Our community partners are always so wonderful to work with and we're finding more opportunities at community meetings and events to educate citizens on how to spot signs of domestic abuse." The department will continue to implement and refine the DVI in 2015.



RPD Integrity: Community Support & Outreach

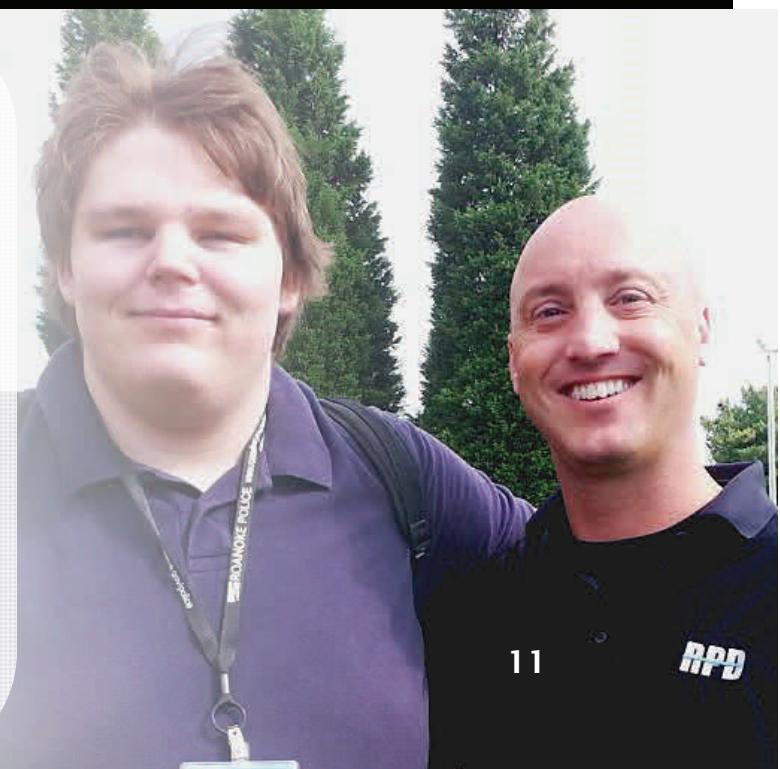
Help Save The Next Girl Night- Downtown Roanoke



The department teamed with Help Save The Next Girl for an awareness and prevention event in downtown Roanoke in November. Officers and staff from the department, along with volunteers, handed out literature and gave advice about the non-profit organization's core principles to people who came downtown to dine or socialize. Morgan Harrington's parents, Dan and Gil Harrington, attended the event. Morgan was murdered in 2009 after she disappeared from a rock concert in Charlottesville.

Project Lifesaver & Autism Awareness Fall Festival

With the help of several community partners, the department brought the Project Lifesaver and Autism Awareness Fall Festival to a new venue in 2014: James Madison Middle School. The Commonwealth Autism Service also helped organize the event. The estimated crowd measured more than 500 people. Since the event was less than two weeks before Halloween, there was a "trunk or treat" theme among our law enforcement partners, a pumpkin patch, and a "stay dry" apple bobbing contest.



RPD Live Safe Project Team Partnerships

The Roanoke Police Department started a new partnership in 2014 with Fleet Feet Roanoke, an athletic store specializing in physical fitness and running shoes. Led by Sergeant Jennifer Boswell, the department worked together with Fleet Feet to organize several self defense classes at the store's Roanoke Valley location, with more planned in 2015. The classes teach participants the very basics in self defense, focusing on how to avoid potentially dangerous situations and how to break free from an attacker. In all, the Live Safe Team taught over 20 classes in 2014 at several locations to over 600 people.



5th Annual Cinco de Mayo Celebration

The grill was hot; the food was delicious; there was plenty of fellowship and fun at the department's 5th annual Cinco de Mayo Celebration at Thrasher Park. Special thanks to Wal-Mart, Target, and Neely Accounting Services for each of their generous donations that helped make the event a success on May 3rd. Three children won bicycles, another child won a scooter, and everybody had a great time!



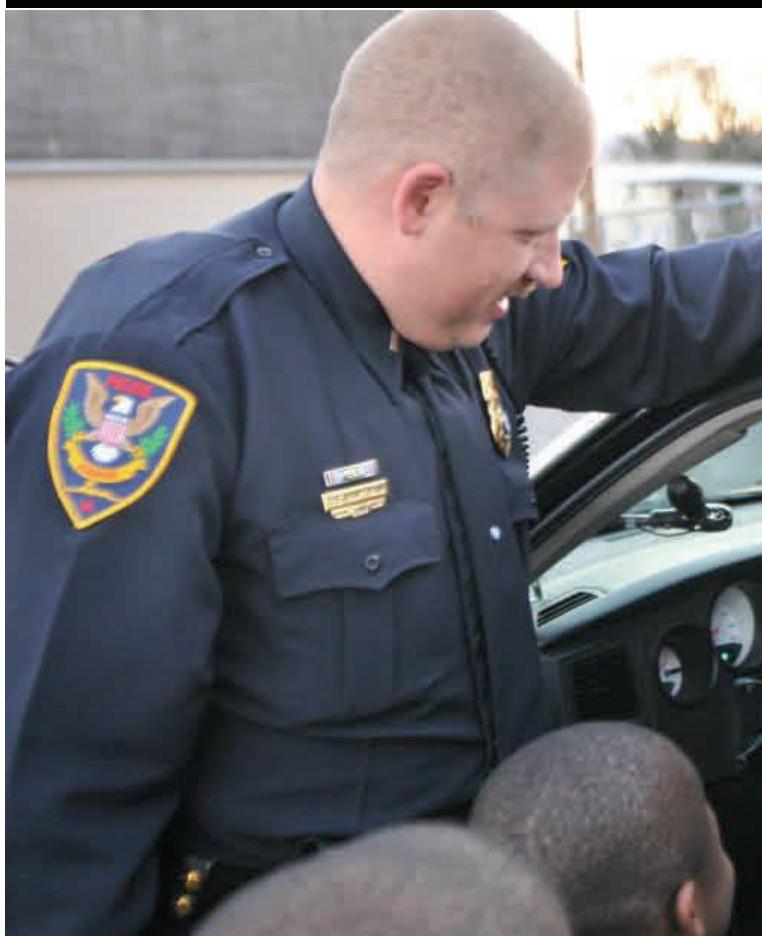
“RPD Reads” Partnership with TAP Head Start

Officers read to TAP Head Start pre-school classes at Lansdowne, Rugby, Indian Village, Betty Lou Brown, and the Villages at Lincoln. At many of the sites, the officers interacted with children at least once per month. RPD Reads was also used as an outreach at several other pre-schools and elementary schools in the city during 2014. Officers also used the occasion to answer questions from the kids on everything from traffic safety to day-to-day activities on the job. The aim of the program is to give children positive interactions with officers at a young age.



Working together to mentor youth at West End Center

The West End Center has long served an important function in many Roanoke communities: mentoring young children and showing them that with hard work and determination, they can succeed at whatever they wish to do. The department started a mentoring partnership with the center last fall. Officers go by the West End Center on the last Monday of every month to spend time with the kids by helping with homework, going over crime prevention techniques when needed, and discussing ways to positively resolve conflict. The West End Center serves around two hundred children each year and is located in the 1200 block of Patterson Avenue SW.



"Art with a Cop" Partnership with RRHA

While some officers admit they have trouble drawing a stick person with a dime and a ruler, that did not stop them from participating in the "Art with a Cop" program over the summer. The department worked together with the Roanoke Regional Development and Housing Authority to have kids at five of its summer lunch sites make cards for kids at Carilion Clinic Children's Hospital. Deputy Chief Curtis Davis delivered the cards to the hospital in September. Officers were also involved in serving food at the five summer lunch program sites, as well as offering crime prevention, traffic safety, and anti-bullying information.



Big Brothers Big Sisters Oliver Hill House



The partnership with Big Brothers Big Sisters Oliver Hill House went from kids being a little unsure of why officers were there to grabbing them by the hand and leading them to a table to help with their homework. Officers mentored children for an hour on many Tuesday and Wednesday afternoons throughout the fall. The partnership will continue in the spring of 2015. Officers usually spend most of the time helping kids with their homework. After homework, officers and the children have free time to play video games or play outside. Oliver Hill was a renowned civil rights attorney who spent part of his childhood in Roanoke. A bust of Hill sits in the front room of the house.

RPD Professionalism - Awards & Recognitions

Officers and Civilian of the Year

Officer Melissa Register, Roanoke Regional Chamber of Commerce Officer of the Year
Officer Cynthia Berrman, Mothers Against Drunk Driving Officer of the Year
Detective Frank Leftwich, Citizens Police Academy Alumni Officer of the Year
Scott Leamon, Citizens Police Academy Alumni Civilian of the Year

Individual & Department Recognitions

Detective Eric Wood, Children's Trust of the Roanoke Valley Golden Halo Award
Officer Paul Wyatt, Red Cross Local Hero Award
Sergeant Andrew Pulley, Patriot Award for Employee Support of the Guard and Reserve
Detective Jennifer Owens, National Lawfit Female Champion
Lieutenant Chester Smith, Senior Management Institute for Police Graduate
Lieutenant Bob Chandler, National Criminal Justice Command College Graduate
Tactical Response Team, 1st Place, Pistol Competition, Harrisonburg PD SWAT competition
2nd Place National Law Enforcement Challenge
Virginia State Police Operation HEAT Award, Largest VIN Etch
1st Place, Virginia State Police Operation HEAT
Technology Award, Virginia Law Enforcement Challenge

Promotions

Lieutenant Rick Morrison to Captain
Sergeant Michelle Vandergrift to Lieutenant
Sergeant Brent Asbury to Lieutenant
Officer Rob McNiff to Sergeant
Officer Joel Patrick to Sergeant
Officer Susanna Camp to Sergeant
Crime Analyst Chanthu Phauk to Senior Analyst

Letters of Commendation, Certificates of Merit and Outstanding Service

Ofc. Kyle Allen	Ruth Anderson	Sgt. Andrew Ashby	Ofc. Dwight Ayers
Kathy Baker	Sandra Bedwell	Ofc. Ryan Brady	Harry Brewbaker
Sgt. Johnny Buzzo	Lt. Eric Charles	Ofc. Gwendolen Crotts	Sgt. Sandy Duffey
Det. Henry English	Sgt. Richard Fender	Ofc. Joseph Flippen	N. Khanh Ha
Det. Vincent Haddox	Det. George Hanger	Det. Timothy Hartson	Sgt. Jason Hicks
Sgt. Duane Jones	Ofc. Jacob Kaufmann	Lt. Stephen Keatts	Kenna Lee
Ofc. Christopher Levering	Meghan Lively	Det. Teddy Lovell	Ofc. Paul Maddy
Det. Ben Masters	Ofc. Daniel Meyer	Jurea Mileto	Ofc. Daniel Moore
Lisa Morgan	Ofc. Dustin Moricle	Tracy Morris	Ofc. Brock Newton
Det. Jennifer Owens	Sgt. Joel Patrick	Delores Poindexter	Donna Roberts
Sarah Saunders	Det. Ryan Sloan	Kacy Spence	Ofc. Derrick Spradlin
Ofc. Daniel Spradling	Ofc. T.A. Stohlmann	Det. Scott Terwilliger	Det. Eric Thiel
Garnett Thompson	Ofc. Trista Wallace	Ofc. C.L. Warring-Ross	Det. Jeffrey Weddle
Cindy Williams	Ofc. Holly Willoughby	Pamela Wilmer	Det. Robin Young